

PSJ1 Exh 27

Giant Eagle Bonus 2014 Pharmacy

I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability, prescription volume and customer service.

II. Pharmacy Team Leader Calculation

Bonus Percentages									
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level 			<table border="1" style="width: 100px; margin: auto;"> <tr> <th>Minimum</th> <th>Target</th> <th>Maximum</th> </tr> <tr> <td style="text-align: center;">1%</td> <td style="text-align: center;">2%</td> <td style="text-align: center;">3%</td> </tr> </table>	Minimum	Target	Maximum	1%	2%	3%
Minimum	Target	Maximum							
1%	2%	3%							
Pharmacy Performance Modifiers¹									
(1) Prescription Unit Volume:									
<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 25%;">0%</td> <td style="width: 25%;">0.5%</td> <td style="width: 25%;">1%</td> <td style="width: 25%;">1.5%</td> </tr> </table>				0%	0.5%	1%	1.5%		
0%	0.5%	1%	1.5%						
(2) Profitability:									
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(3) Customer Satisfaction - 0.75% of salary									
<ul style="list-style-type: none"> - Pharmacy is struggling to get customer responses (affecting sample for goal setting) 									
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Notes:

¹ The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.



III. Pharmacist Calculation

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IV. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

V. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be hired or licensed before April 1 of the fiscal year in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.

- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

VI. If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.

VII. Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.